

R 130235Z FEB 01 ZYB

FM COMNAVSURFPAC SAN DIEGO CA//N00//  
TO ALNAVSURFLANT  
ALNAVSURFPAC  
INFO RUCBTFA/COMNAVSURFLANT NORFOLK VA//N00//  
RHMFIUU/CNO WASHINGTON DC//N00/N76/N75B/N769//  
RUENAAA/CNO WASHINGTON DC//N00/N76/N75B/N769//  
RUCBCLF/CINCLANTFLT NORFOLK VA//N00/N01//  
RUCCBWF/BUPERS MILLINGTON TN//PERS41//  
BT

UNCLAS PERSONAL FOR COMMANDERS, COMMANDING OFFICERS AND OFFICERS IN CHARGE INFO CNO, ADM NATTER, RADM LAFLEUR, RDML MARSH, CAPTS SWIFT AND LEFEVER FROM VADM MOORE, RADM REMPT AND RADM FOLEY//N00000//  
THIS IS AN UNNUMBERED ALNAVSURFLANT/ALNAVSURFPAC  
MSGID/GENADMIN/COMNAVSURFPAC//FEB//  
SUBJ/SURFACE WARFARE COMMANDERS CONFERENCE//

**RMKS/1.** THIS IS A JOINT COMNAVSURFPAC/COMNAVSURFLANT/N76 COORDINATED MESSAGE. PLEASE SHARE THE CONTENTS OF THIS MESSAGE WITH THE OFFICERS IN YOUR WARDROOMS. THE SURFACE WARFARE COMMANDERS CONFERENCE (SWCC) WAS HELD IN ANNAPOLIS, MD 01-02 FEB 01. PRINCIPALS INCLUDED VADM MOORE (CNSP), RADM REMPT (N76), RADM FOLEY (CNSL) AND RDML MARSH (N75B). THE PURPOSE OF THIS MESSAGE IS TO UPDATE ALL SURFACE WARRIORS ON THE ISSUES OF INTEREST TO THE SURFACE WARFARE COMMUNITY.

**2. COMMUNITY ISSUES.** THE SWCC DECIDED A NUMBER OF SIGNIFICANT COMMUNITY ISSUES AND ENDORSED A VARIETY OF INITIATIVES DESIGNED TO ENHANCE THE QUALITY OF SURFACE WARFARE SERVICE FOR EVERY MEMBER IN OUR COMMUNITY.

**A. USNA COMPANY OFFICERS.** SINCE ITS INCEPTION, THE USNA COMPANY OFFICER PROGRAM HAS BEEN A POPULAR PROGRAM AMONG JUNIOR OFFICERS. TO ENSURE THESE CRITICAL POSITIONS ARE FILLED WITH CAREER OFFICERS, FOLLOW-ON DEPARTMENT HEAD SERVICE WILL BE A REQUIREMENT OF OFFICERS ACCEPTED INTO THIS PRESTIGIOUS PROGRAM. ACCORDINGLY, IN THIS SINGLE THREE YEAR SHORE TOUR, AN OFFICER WILL RECEIVE A GRADUATE DEGREE, START COLLECTING A \$50K BONUS, AND LEARN LEADERSHIP SKILLS INCOMPARABLE WITH ANYWHERE ELSE ASHORE. ADDITIONALLY, PERS 41 HAS BEEN TASKED TO INVESTIGATE THE FEASIBILITY OF EXPANDING THE SPECTRUM OF GRADUATE PROGRAMS OFFERED TO USNA COMPANY OFFICERS. STAY TUNED!

**B. QUALITY OF SERVICE.** QUALITY OF SERVICE IS VITAL TO EACH OFFICER'S EXPERIENCE IN THE SURFACE WARFARE COMMUNITY. WHEN REVIEWING HABITABILITY STATUS IN THE FLEET, THE SWCC REAFFIRMED THE COMMUNITY'S STRONG COMMITMENT TO THE RIGHTS OF PRIVACY AND STANDARDS OF HABITABILITY FOR ALL OFFICERS, MALE AND FEMALE. TO THAT END, THE SWCC FOCUSED ON THE NEED TO IMPROVE HABITABILITY FOR OUR FEMALE OFFICERS AFLOAT, AND THE IMPORTANCE OF INSTALLING NECESSARY HABITABILITY UPGRADES (SPECIFICALLY FFG HEAD MODS) AS SOON AS FEASIBLE.

**C. CENTCOM ASSIGNMENT POLICY.** THE RECENTLY ENACTED DEPENDENT ENTRY BAN REMAINS IN EFFECT IN THE FIFTH FLEET AOR WHILE WE OBVIOUSLY CONTINUE TO OPERATE IN THIS REGION OF THE WORLD. TO RECONCILE THE SIGNIFICANT QUALITY OF SERVICE ISSUES INHERENT IN PCS ASSIGNMENT TO

THIS AOR WITHOUT ONE'S DEPENDENTS, THE SWCC DECIDED TO LIMIT THE LENGTH OF ALL OFFICER TOURS TO 12 MONTHS. THIS IS CONDITIONAL UPON THE DEPENDENT ENTRY BAN NOT BEING LIFTED IN THE NEAR TERM. SHOULD THE DEPENDENT ENTRY BAN BE LIFTED DURING THEIR TOUR OF DUTY, THE OFFICER WILL HAVE THE OPTION TO BRING DEPENDENTS INTO THEATER AND COMPLETE A TWO YEAR TOUR.

**D. MCM DIVISION COMMAND.** COMMAND AT SEA IS THE CORNERSTONE OF OUR COMMUNITY. RECENTLY, TWO COMMAND-AT-SEA MCM DIVISIONS WERE ESTABLISHED IN BAHRAIN AND SASEBO TO COORDINATE MCM OPERATIONS IN THESE REGIONS. BECAUSE OF THE SIGNIFICANT MINE WARFARE EXPERIENCE THESE CRITICAL COMMANDS REQUIRE, THESE WILL BE BONUS COMMANDS FOR POST O-4 MIW COMMANDING OFFICERS.

**E. MAJOR COMMAND TIMING.** OUR COMMUNITY GOAL TO REPORT TO MAJOR COMMAND AT 23.0 YCS HAS BECOME INCREASINGLY DIFFICULT TO ACCOMPLISH AS THE NAVY WIDE O-6 BOARD HAS BEEN CREEPING SLOWLY TO THE RIGHT OVER THE PAST COUPLE OF YEARS. TO MOVE MAJOR COMMAND YCS BACK TO THE LEFT, MAJOR COMMAND SCREENING WILL BE DECOUPLED FROM THE O-6 PROMOTION BOARD. INSTEAD, THE FIRST LOOK FOR MAJOR COMMAND WILL OCCUR 5 YEARS FOLLOWING PROMOTION TO O-5, WITH THE SECOND AND THIRD LOOKS IN THE SUBSEQUENT TWO YEARS. THIS WILL GIVE OFFICERS THEIR FIRST MAJOR COMMAND LOOK AT APPROX 20.5 YCS (VICE THE CURRENT 21.5 YCS). THIS CHANGE WILL NOT TAKE EFFECT UNTIL THE OCT 02 MAJOR COMMAND BOARD TO MINIMIZE THE NUMBER OF OFFICERS STILL IN THEIR CDR COMMAND TOUR WHEN THIS BOARD MEETS.

**F. NROTC SHIP SELECTION.** LAST OCTOBER, PERS 41 CONDUCTED THE FIRST REAL-TIME INTERACTIVE INTERNET BASED NROTC SHIP SELECTION. THIS INNOVATIVE IDEA WAS A HUGE SUCCESS AS 115 MIDSHIPMEN PERSONALLY SELECTED THEIR FIRST SHIPS. THE NEXT SHIP SELECTION IS SCHEDULED FOR 13-15 FEBRUARY WHEN 378 NROTC MIDSHIPMEN WILL CHOOSE THEIR FIRST COMMANDS. WATCH THIS EVENT LIVE ON THE PERS 41 WEBSITE. THE SWCC ENDORSED THIS EXCITING INITIATIVE.

**G. XO SLATING.** PERS 41 WILL BE EXPANDING THE USE OF THE INTERNET TO HELP OPEN UP THE XO SLATING PROCESS. PERS 41 WILL BEGIN POSTING SHIP TYPES AND HOMEPORTS FOR THE UPCOMING SLATE, ALONG WITH THE OFFICERS IN THE SLATING WINDOW, ON THE PERS 41 WEB SITE. THE OFFICERS SCHEDULED FOR SLATING CAN THEN SUBMIT THEIR DUTY PREFERENCE CARDS BASED UPON THE AVAILABLE SHIPS ON THEIR SLATE. THE REST OF THE SLATING PROCESS WILL REMAIN THE SAME. POSTING THIS ADDITIONAL INFORMATION ON THE WEB SITE IS A WIN-WIN SOLUTION--PXO'S CAN SEE WHAT IS SPECIFICALLY AVAILABLE AND PERS 41 CAN BETTER ACCOMMODATE INDIVIDUAL DESIRES.

**H. GRADUATE EDUCATION.** TWO NEW GRAD ED INITIATIVES WILL COME TO LIFE LATER THIS YEAR. UNDER THE SWO MBA PILOT PROGRAM, WE HAVE SELECTED THE FIRST THREE SURFACE WARFARE OFFICERS WHO WILL BE GOING TO HARVARD, CHICAGO, AND WHARTON (U PENN) BUSINESS SCHOOLS LATER THIS YEAR. ADDITIONALLY, A SELECT FEW SWO LTS PER YEAR WILL NOW BE ABLE TO ATTEND NAVAL WAR COLLEGE. THE SURFACE WARFARE COMMUNITY OFFERS THE GREATEST OPPORTUNITY FOR GRADUATE EDUCATION, AND WE ARE ABSOLUTELY COMMITTED TO ESTABLISHING MORE QUOTAS AND MORE PROGRAMS SPECIFICALLY FOR THIS IMPORTANT FEATURE OF THE SURFACE WARFARE CAREER.

**1. SWO AP EXPERIENCE.** THE TREMENDOUS ROLE THAT ACQUISITION PROFESSIONALS PLAY IN DETERMINING FUTURE NAVAL PROGRAMS AND CAPABILITIES CANNOT BE OVERSTATED. IT IS IMPERATIVE THAT THE SURFACE WARFARE COMMUNITY BE REPRESENTED BY THE BRIGHTEST STARS IN OUR CONSTELLATION WHEN BUILDING TOMORROW'S NAVY. THE SWCC EMPHASIZED THE IMPORTANCE OF POST DH AND POST XO ACQUISITION TOURS IN THE SURFACE WARFARE CAREER PATH. OUR COMMUNITY DEPENDS UPON EXPERIENCED SURFACE WARRIORS BUILDING THE NEXT GENERATION OF SHIPS AND COMBAT SYSTEMS. THERE ARE MANY AP OPPORTUNITIES. TALK TO YOUR DETAILER FOR MORE INFORMATION.

**3. USNA 2001 SHIP SELECTION.** THE SWCC ADJOURNED TO PARTICIPATE IN THE USNA SHIP SELECTION NIGHT FOR THE CLASS OF 2001. IT WAS AN HONOR TO WELCOME 254 NEW SURFACE WARFARE OFFICERS INTO OUR COMMUNITY, TESTIMONY OF THE OUTSTANDING WORK DONE THERE BY THE WHOLE SURFACE WARFARE TEAM. WELL DONE! IT WAS A WONDERFUL SWO NIGHT FULL OF COMRADERIE, HUMOR, AND MEMORIES. IT WAS CAPTIVATING TO SEE THE ENTHUSIASM WITH WHICH THESE NEWEST MEMBERS OF THE SURFACE WARFARE TEAM CELEBRATED THEIR ENTRY INTO OUR COMMUNITY. IT PROVES THAT SURFACE WARFARE IS ALIVE, ROBUST AND, GROWING EVERY DAY. IT IS OBVIOUS THAT YOUR EFFORTS ARE MAKING A DIFFERENCE. KEEP CHARGING!

4. ALL THE BEST, VADM MOORE, RADM REMPT, RADM FOLEY.//  
BT

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